

**NATIONAL ENDOWMENT FOR THE ARTS
EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT
TO THE NO FEAR ACT
INTERNAL COMPLAINT ACTIVITY**

Section 301 of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No Fear Act), requires each federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employee, former employees and applicants for employment under 29 C.F.R. Part 1614. The specific data to be posted is described in section 301(b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the National Endowment for the Arts is available below.

The posting of EEO data on agency public web sites is intended to assist Congress, Federal agencies and the public to assess whether and the extent to which agencies are living up to their equal employment opportunity responsibilities.

Data as of December 31, 2003 – End of First Quarter FY 2004

COMPLAINT ACTIVITY	FY 2004 END OF FIRST QUARTER	COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE				
		2003	2002	2001	2000	1999
NUMBER OF COMPLAINTS	0	0	1	0	0	0
NUMBER OF COMPLAINANTS	0	0	1	0	0	0
REPEAT FILERS	0	0	0	0	0	0

Data as of December 31, 2003 – End of First Quarter FY 2004

COMPLAINTS BY BASIS	FY 2004 END OF FIRST QUARTER	COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE				
		2003	2002	2001	2000	1999
RACE	0	0	0	0	0	0
COLOR	0	0	0	0	0	0
RELIGION	0	0	0	0	0	0
NATIONAL ORIGIN	0	0	1	0	0	0
SEX (including complaints filed under Equal Pay Act)	0	0	0	0	0	0
DISABILITY	0	0	0	0	0	0
AGE	0	0	0	0	0	0
REPRISAL	0	0	0	0	0	0
OTHER	0	0	0	0	0	0

Data as of December 31, 2003 – End of First Quarter FY 2004

COMPLAINTS BY ISSUES	FY 2004 END OF FIRST QUARTER	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA				
		2003	2002	2001	2000	1999
APPOINTMENT/HIRE	0	0	0	0	0	0
ASSIGNMENT OF DUTIES	0	0	0	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION	0	0	0	0	0	0
DEMOTION	0	0	0	0	0	0
REPRIMAND	0	0	0	0	0	0
SUSPENSION	0	0	0	0	0	0
REMOVAL	0	0	0	0	0	0
OTHER	0	0	0	0	0	0
DUTY HOURS	0	0	0	0	0	0
EVALUATION APPRAISAL	0	0	0	0	0	0
EXAMINATION/TEST	0	0	0	0	0	0
HARASSMENT	0	0	0	0	0	0
NON-SEXUAL	0	0	0	0	0	0
SEXUAL	0	0	0	0	0	0
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY (INCLUDING OVERTIME)	0	0	0	0	0	0
PROMOTION/NON-SELECTION	0	0	0	0	0	0
REASSIGNMENT	0	0	0	0	0	0
DENIED	0	0	0	0	0	0
DIRECTED	0	0	0	0	0	0
REASONABLE ACCOMMODATION	0	0	0	0	0	0
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	1	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0
TIME AND ATTENDANCE	0	0	0	0	0	0
TRAINING	0	0	0	0	0	0
OTHER	0	0	0	0	0	0

Data as of December 31, 2003 – End of First Quarter FY 2004

PROCESSING TIME	2004 end of 1 st Quarter	
	Number	Average Days
ALL COMPLAINTS PENDING IN INVESTIGATIVE STAGE	0	0
ALL COMPLAINTS PENDING IN FINAL AGENCY ACTION STAGE	0	0
ALL COMPLAINTS PENDING IN WHICH HEARING WAS NOT REQUESTED	0	0
TIME IN INVESTIGATION STAGE	0	0
TIME TO ISSUE FINAL AGENCY DECISION	0	0
ALL COMPLAINTS PENDING IN WHICH A HEARING WAS REQUESTED	1	210
TIME IN INVESTIGATION STAGE	180	180
TIME TO ISSUE FINAL AGENCY DECISION	0	0

Data as of December 31, 2003 – End of First Quarter FY 2004

COMPLAINTS DISMISSED BY AGENCY	FY 2004 END OF FIRST QUARTER	COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE				
		2003	2002	2001	2000	1999
TOTAL COMPLAINTS DISMISSED BY AGENCY	0	0	0	0	0	0
AVERAGE DAYS PENDING PRIOR TO DISMISSAL	0	0	0	0	0	

Data as of December 31, 2003 – End of First Quarter FY 2004

TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION	FY 2004 END OF FIRST QUARTER		COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE									
			2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL NUMBER OF FINDINGS	0		0		0		0		0		0	
WITHOUT HEARING	0		0		0		0		0		0	
WITH HEARING	0		0		0		0		0		0	

Data as of December 31, 2003 – End of First Quarter FY 2004

FINDINGS OF DISCRIMINATION RENDERED BY BASIS	FY 2004 END OF FIRST QUARTER		COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE									
			2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL NUMBER FINDINGS	0		0		0		0		0		0	
NUMBER FINDINGS RENDERED WITHOUT HEARING	0		0		0		0		0		0	
NUMBER FINDINGS RENDERED AFTER HEARING	0		0		0		0		0		0	
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Sex (include Equal Pay Act)	0		0		0		0		0		0	
Disability	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	

Data as of December 31, 2003 – End of First Quarter FY 2004

FINDINGS OF DISCRIMINATION RENDERED BY ISSUE	FY 2004 END OF FIRST QUARTER		COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE									
			2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL NUMBER FINDINGS	0		0		0		0		0		0	
FINDINGS WITHOUT HEARING	0		0		0		0		0		0	
FINDINGS AFTER HEARING	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0	
Demotion	0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment	0		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0	
Sexual	0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0	
Promotion/Non-Selection	0		0		0		0		0		0	
Reassignment	0		0		0		0		0		0	
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	0		0		0		0		0		0	
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0	
Training	0		0		0		0		0		0	
Other	0		0		0		0		0		0	

Data as of December 31, 2003 – End of First Quarter FY 2004

COMPLAINTS	FY 2004 END OF FIRST QUARTER	COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE				
		2003	2002	2001	2000	1999
PENDING FROM PREVIOUS FISCAL YEARS BY STATUS						
TOTAL COMPLAINTS FROM PREVIOUS FISCAL YEARS	0	0	0	0	0	0
TOTAL COMPLAINANTS	0	0	0	0	0	0
Number complaints pending – [as of 9/30]						
INVESTIGATION	0	0	0	0	0	0
ROI ISSUED, PENDING COMPLAINANT'S ACTION	0	0	0	0	0	0
HEARING	1	1	0	0	0	0
FINAL AGENCY ACTION	0	0	0	0	0	0
APPEAL WITH EEOC OFFICE OF FEDERAL OPERATIONS	0	0	0	0	0	0

Data as of December 31, 2003 – End of First Quarter FY 2004

COMPLAINT INVESTIGATIONS	FY 2004 END OF FIRST QUARTER	COMPARATIVE DATE PREVIOUS FISCAL YEAR DATE				
		2003	2002	2001	2000	1999
NUMBER PENDING COMPLETION OF INVESTIGATION	0	0	0	0	0	0
PENDING INVESTIGATIONS OVER REQUIRED TIME FRAMES	0	0	0	0	0	0